



People Development – Coaching & Mentoring

The level of change and uncertainty facing many organisations and their staff leads to a growing need for coaching and mentoring throughout periods of transition.

Coaching

Coaching provides a whole range of benefits:

- ✓ **Optimisation of the performance** of your 'rising stars'
- ✓ **Reduced** skills gaps and shortages
- ✓ **Improved** retention and morale
- ✓ **Enhanced** team working
- ✓ **Increased** business **efficiency, effectiveness** and **productivity**

Types of coaching:

- ✓ Business and leadership coaching
- ✓ Board and senior management team
- ✓ Personal coaching and development

Our Approach

Agencia's approach draws upon elements of the core competencies of the Association for Coaching, European Mentoring and Coaching Council and the International Coaching Federation.

It delivers a sense of achievement, fulfilment and joy to the individuals being coached and creates real and tangible benefits for your organisation.

Our approach includes access to:

- ✓ Coaches who have functioned successfully as senior managers/directors or as Chair or Chief Executives
- ✓ Extensive experience and expertise in coaching
- ✓ High level sector specific and generic business skills
- ✓ Access to external and third party best practice, tools, confidential feedback, one-to-one ideas, a sounding board and practical suggestions

**Operating a flexible approach
which:**

- ✓ Allows you to 'hand pick' your coach based on their business experience and coaching style through a no obligation initial meeting
- ✓ Allows you to receive support in accordance with the nature of your (your organisations' needs)
- ✓ Enables you to meet with your Agencia coach face-to-face once a month, with email and telephone support between sessions as needed and for as long or short a period as you need
- ✓ Means you choose the topics to be coached in, so the focus is on achieving results aligned with you issues, working styles, challenges and business needs
- ✓ And means you can choose the location on or off your premises

Mentoring

Mentoring and coaching are often referred to interchangeably. Though related, they are not the same.

A key feature of Agencia's style of consultancy, included within our corporate values, is our desire to build the capacity and confidence of those organisations and individuals we support through a mentoring approach.

Our style of consultancy focuses around skills and behaviour transfer rather than a traditional consultancy input.

By working alongside top/emerging leaders and their teams, Agencia is able to create internal capacity within your organisation to lead radical and lasting change after we have gone.

If you would like to discuss how we can support you with coaching, mentoring or a mixture of both, please do not hesitate to give us a call.

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